Theme Group Leader: Professor Jos Gamble

Theme Group Background:
The Intercultural and International Perspectives on Management Research Group was established in 2012 to provide a supportive environment in which to nurture and promote international and comparative research across the School of Management. The creation of this group reflects longstanding, rich empirically based intellectual strengths in these topic areas within the School.

The group brings together an interdisciplinary collection of staff and doctoral students. Group members possess interests and expertise in international business, human resource management, organisation studies, strategy, entrepreneurship, accounting, marketing, and technology and information management. In terms of region, our activities have highlighted research conducted in locations as diverse as Germany, India, China, Turkey, Japan, post-Soviet countries, Africa, Malaysia, the United Kingdom, Taiwan and Bulgaria.

Major Research Strengths and Interests
- Business and management in emerging/transitional economies
- Analysis and study of multinational corporations, including those operating from developed countries in transitional economies and those from transitional economies operating in other contexts
- Depth of knowledge and expertise developed and enhanced through extensive and long-term field research and linguistic knowledge
- Institutional perspectives/broader contextual impacts on the firm
- Transfer of knowledge and organisational practices
- Comparative approaches to entrepreneurship in small and medium-sized enterprises

Research Events 2013-14

Research Seminars

2\textsuperscript{nd} October 2013, Professor Yingqi (Annie) Wei, York Business School, University of York

Title: “China’s Outward FDI”

27\textsuperscript{th} November 2013, Professor Tony Edwards, Professor of Comparative Human Resource Management, Kings College London, (http://www.kcl.ac.uk/sspp/departments/management/people/academic/edwardst.aspx)

Title: “Employee voice and representation in the post-acquisition period: Comparative and longitudinal evidence from an international acquisition”

22\textsuperscript{nd} January 2014, Phil Almond, Professor of Comparative Employment Relations, Leicester Business School, De Montfort University, Leicester.


Title: “Embedding’ multinationals? Global firms and local institutions”

Abstract: Attempts to analyse the complex relations between international firms and employment systems at various geographical levels often depend on some notion of embeddedness. The meaning of this, however, varies, from local/regional attempts at anchoring foreign investors within a territory, through work on MNCs' interactions with national business and employment systems, to discussions of MNCs' role within global capitalism. Drawing on research projects looking at MNC's interactions with regional and national actors and institutions over a number of years, this seminar attempts to map various levels and types of embeddedness (and disembeddedness), with a view to identifying directions for future empirical research.

5\textsuperscript{th} March 2014, Dr Hui Tan, School of Management, Royal Holloway and Dr Yulia Muratova, Department of Business Administration, Aarhus University, Denmark.

Title: “Diversification strategies and performance in China: The moderating role of ownership”

Abstract: A growing number of studies in the last decade on emerging markets demonstrate that diversification strategies are highly dependent on the institutional environment. This paper contributes to this strand of literature by examining how firm ownership type moderates the relationship between geographic and market diversification and post-diversification performance in China. Based on 437 within-China M&A deals in manufacturing industry between 2004 and 2010, our finding reveals that firm ownership type in China reflects institutional pressures and shapes the link
between firms’ strategies and performance outcomes. The regression analysis confirms that central state-owned firms benefit from diversification, whereas local state-owned firms’ performance deteriorates with diversification, and private firms’ performance varies depending on the type of diversification conducted. These findings have managerial and policy-making implications, and call for more analysis of the factors resulting in non-performance behind M&As in emerging markets.

26th March 2014, Mike Geppert, Professor of Comparative International Management and Organisation Studies, University of Surrey
http://www.surrey.ac.uk/sbs/sar/centres/colis/people/mike_geppert/
Chair of Strategic and International Management, University of Jena
http://www.im.uni-jena.de
Title: “Micro-political game playing in a European hard discounter: a comparison of store level employment relations”

Funded Projects

Applicants: Alice Lam and Huaichuan Rui
Project title: ‘Global human mobility and knowledge transfer: returning foreign-educated professional knowledge workers as innovators in Africa (two countries), £2250 + £400

Applicants: Jos Gamble
Project title: Chinese seafarers working lives, £1500